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MEMO. CONTROL NO: 75 S 3

AUTH: IN 78-2

Date: 12/11/78 By: 029

8 September 1954

MEMORANDUM FOR: Colonel White

SUBJECT: Career Development of Junior Personnel

STATINTL

1. I have heard from [redacted] acting as Training Liason Officer for the Comptroller, in relation to the seven applications which Mr. Saunders sent to me for consideration under the terms of the JCD Program, and which I returned to Mr. Saunders with notations regarding the need for Agency training prior to any final consideration of these applicants for the Program.

2. Mr. Saunders was laboring under two misapprehensions, one being a function of the other: (1) that experience was substitutable for actual training, and (2) that even were training required in some cases, it could be taken after selection for the JCD Program, and prior to the actual designation of the individual as a JCD trainee.

STATINTL

3. [redacted] tells me that the enthusiasm Mr. Saunders had for the program has considerably cooled now that it appears he will be required to qualify his applicants on his own time, so to speak. The usual problem of workload and non-availability has come up. What it boils down to is that Mr. Saunders' feels that it is unfair to ask an office to provide this training without assurances that by so doing the man will be selected; the post selection training is obviously better for his staffing purposes than the method being used, as it would be throughout the Agency.

4. I am sure that this whole problem will come up for an airing at the next meeting of the Career Service Board on 17 September (tentative date) and I know that Mr. Saunders will probably express himself on it when his seven cases come up for consideration. Pat did not want to be quoted as speaking for Mr. Saunders, but I knew that you would want to give some thought to this before facing the matter at the Board meeting.

5. It seems to me that if this is the policy that has been established, we cannot but comply with it. The reason, it seems to me, that we in DD/A may have more trouble with the training requirement than possibly others is that we have not utilized training on a continuing basis in the past as much as we should have. I do not believe we should penalize the man who has been in DD/A for this reason, nor should we prejudice his eventual selection by insisting on training after selection.

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